



TAMIL NADU GOVERNMENT GAZETTE

PUBLISHED BY AUTHORITY

No. 13]

CHENNAI, WEDNESDAY, MARCH 30, 2022
Panguni 16, Pilava, Thiruvalluvar Aandu-2053

Part III—Section 1(a)

General Statutory Rules, Notifications, Orders, Regulations, etc.,
issued by Secretariat Departments.

NOTIFICATIONS BY GOVERNMENT

CONTENTS

LABOUR WELFARE AND SKILL DEVELOPMENT DEPARTMENT

	<i>Pages.</i>
Draft Amendments to the Tamil Nadu Plantations Labour Rules.	18
Amendments to the Tamil Nadu Shops and Establishments Rules.	18-22

NOTIFICATIONS BY GOVERNMENT

LABOUR WELFARE AND SKILL DEVELOPMENT DEPARTMENT

Draft Amendments to the Tamil Nadu Plantations Labour Rules.

[G.O. Ms. No. 22, Labour Welfare and Skill Development (K2), 3rd March 2022,
மார்ச் 19, பிலவ, திருவள்ளூர் ஆண்டு-2053.]

No. SRO A-7/2022.—The following draft amendments to the Tamil Nadu Plantations Labour Rules, 1955 which is proposed to be issued in exercise of the powers conferred by sub-section (1) of Section 43 read with section 18 of the Tamil Nadu Plantations Labour Act, 1951 (Central Act LXIX of 1951) is hereby published for information of all persons likely to be affected thereby, as required under sub-section (1) of Section 43 of the Act.

2. Notice is hereby given that the draft amendment will be taken into consideration on or after the expiry of six weeks from the date of publication of this Notification in the *Tamil Nadu Government Gazette* and that any objection or suggestion, which may be received from any person with respect thereto before the expiry of the aforesaid period will be considered by the Government of Tamil Nadu. Objections or suggestions, if any, should be addressed to the Secretary to Government, Labour Welfare and Skill Development Department, Fort St. George, Chennai-600 009 through the Commissioner of Labour, DMS Campus, Chennai-600 006.

DRAFT AMENDMENT

In the said Tamil Nadu Plantations Labour Rules, 1955, in Rule 68-B after clause (i) the following clause shall be added, namely:-

- (j) **A Diploma in Labour Laws with Administrative Law awarded by the Tamil Nadu Institute of Labour Studies, Chennai**

Amendments to the Tamil Nadu Shops and Establishments Rules.

[G.O. Ms. No. 23, Labour Welfare and Skill Development (K2), 3rd March 2022,
மார்ச் 19, பிலவ, திருவள்ளூர் ஆண்டு-2053.]

No. SRO A-8/2022.—In exercise of the powers conferred by sub-section (1) of Section 49 of the Tamil Nadu Shops and Establishments Act, 1947 (Tamil Nadu Act XXXVI of 1947), the Governor of Tamil Nadu hereby makes the following amendments to the Tamil Nadu Shops and Establishments Rules, 1948, the draft of the same having been previously published in the Labour and Employment Department Notification No. SRO A-4/2021 published at pages 8 to 12 of Part III - Section 1 (a) of the *Tamil Nadu Government Gazette*, dated the 17th February 2021, as required under sub-section (3) of Section 49 of the said Act.

AMENDMENTS.

In the said Rules,-

(1) sub-rules (4) and (5) of Rule 11 shall be omitted;

(2) in rule 16, for sub-rule (1), the following sub-rule shall be substituted, namely:-

“ (1) (a) Every employer shall maintain.-

(i) a Register of persons employed in Form-U;

(ii) a Register of Employment in Form-V;

(iii) a Register of Wages in Form-W; and

(iv) a Register of Leave and Social Security Benefits in Form-X.

(b) The registers referred to in clause (a) shall be maintained either electronically or manually.

(c) Where the registers referred to in clause (a) are maintained in electronic form, the layout and presentation of the registers may be adjusted without changing the integrity, serial number and contents of the columns of the registers.

(3) Forms 'P', 'Q' and 'R' shall be omitted;

(4) After Form - T, the following Forms shall be added, namely:-

FORM-U.

EMPLOYEE REGISTER.

[See sub-rule (1) of rule (16)]

Name and Address of the Establishment:

Registration Certificate No:

(1)	Serial Number	
(2)	Name of the employee	
(3)	Employee Identification No.	
(4)	Gender	
(5)	Father / Spouse Name	
(6)	Date of Birth	
(7)	Date of entry into service	
(8)	Designation	
(9)	Present Address	
(10)	Permanent address	
(11)	Employee's Provident Fund No.	
(12)	Employee's State Insurance Corporation No.	
(13)	Aadhaar No.	
(14)	Date on which completion of 480 days of service	
(15)	Date on which made permanent	
(16)	Period of Suspension if any	
(17)	Bank A/c Number, Name of Bank, Branch (Indian Financial System Code) (IFSC Code)	
(18)	Photo	
(19)	Mobile Number	
(20)	e-mail I.D	
(21)	Specimen Signature / Thumb Impression	
(22)	Date of Exit	
(23)	Reason for Exit	
(24)	Remarks	

FORM-V.

REGISTER OF EMPLOYMENT.

[See sub-rule (1) of rule (16)]

For the period from to

Name and Address of the Establishment:

Name and Address of the Employer:

Name of the Manager/Incharge:

Registration Certificate No:

Festival Holidays Approval Proceedings No. and Date:

Approved Festival Holidays:

(1)	(2)	(3)	(4)	(5)

Serial Number	Name of the Employee	Employee Identification No.	Time at which work commences	Rest Interval	Time at which work ends	Daily Hours of work including overtime (if any)*																Total Days Worked	Total Hours Worked	Number of days on Loss of Pay	Benefit availed for working on National Holiday (**)	Benefit availed for working on Festival Holiday (**)	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)																(8)	(9)	(10)	(11)	(12)	(13)
						1																					
						2																					
						3																					
						4																					
						5																					
						6																					
						7																					
						8																					
						9																					
						10																					
						11																					
						12																					
						13																					
						14																					
						15																					
						16																					
						17																					
						18																					
						19																					
						20																					
						21																					
						22																					
						23																					
						24																					
						25																					
						26																					
						27																					
						28																					
						29																					
						30																					
						31																					

* Abbreviations to be used: H-Weekly Holiday FH – Festival Holiday NH – National Holiday EL – Earned Leave ML – Medical Leave
HW – Holidays with Wages MBL – Maternity Leave SH – Substituted Holidays SP – Suspension LOP – Loss of Pay

** Abbreviations to be used:- H- for holidays allowed W/D – for work on double wages W/H – for work with substituted holiday
'N/E' if not eligible for wages.

FORM—W.
REGISTER OF WAGES
[See sub-rule(1) of rule (16)]

Name and Address of the Establishment:

Total number of persons employed:

Name and Address of the Employer:

Men	Women	Male young person	Female young person

Name of the Manager/Incharge:

Registration Certificate No:

Wage Period from to (Monthly / Fortnightly / Weekly / Daily / Piece Rated)

Serial Number	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)	(24)	(25)	(26)	(27)	(28)	(29)	(30)	Remarks
		Name of the Employee	Employee Identification No.	Number of days worked	Basic Wage	Dearness Allowance	House Rent Allowance	Other Allowances (nature may be specified)	Overtime Wages	Overtime Wages (wages for EL availed / double wages for National Festival Holidays / wages for accumulated leave)	Gross Wages	Provident Fund No.	Employee's State Insurance Corporation No.	Labour Welfare Fund	Advance Paid	Advance recovery pending at the beginning of the month	Advance Recovered	Pending Recovery	Deduction imposed on Damages, Loss or Fines	Deduction recovery pending at beginning of the month	Deduction made on Damages, Loss or Fines	Pending Recovery	Any other Deductions	Total Deductions	Net Wages	Date of payment	Unpaid accumulations	Rate at which subsistence allowance calculated and amount paid	Receipt by Employee / Bank Transaction	Identify and Date	Remarks

FORM-X

REGISTER OF LEAVE AND SOCIAL SECURITY BENEFITS

[See sub-rule (1) of rule (16)]

Name and Address of the Establishment:
 Name and Address of the Employer:
 Name of the Manager/Incharge:
 Registration Certificate No:

For the month of Year

Serial Number	(1)	Name of the employee	(2)	Employee Identification No.	(3)	Earned Leave				Medical Leave			Other Leave			Maternity Benefits					Gratuity Benefits			Remarks	(21)								
	(4)					Leave at the beginning of the Month	(5)	Leave earned during the Period	(6)	Leave availed during the Month	(7)	Leave balance at the end of the Month	(8)	Leave at beginning of the Month	(9)	Leave availed during the Month	(10)	Leave balance at end of the Month	(11)	Leave at beginning of the Month	(12)	Leave availed during the Month	(13)			Leave Balance at end of the Month	(14)	Date of giving notice of pregnancy / delivery	(15)	Amount of Maternity Benefit paid in advance, of expected delivery and Date of Payment	(16)	Subsequent payment of Maternity Benefit and date of payment	(17)

R. KIRLOSH KUMAR,
 Secretary to Government.